

Owens sorry for part in check scandal

Associated Press

SALT LAKE CITY — Rep. Wayne Owens, stung and chagrined by his involvement in the House Bank scandal, has gone to the people for redemption.

Owens appeared on KTVX television's "Utah 1992" Sunday morning, where he apologized for the "embarrassment I've brought the state of Utah."

He has also issued an open letter clarifying what he says are "misconceptions" about the congressional overdrafts.

Owens' opponents have made political hay over the fact that Owens is among the estimated 355 present and former House members who have written bad checks on the House Bank during the past 39 months.

He estimated he wrote 20 to 30 checks on insufficient funds between July 1989 and June 1990, and probably an equal number in the other two years.

The guess was up substantially from statements last spring that he had written only "four or five" overdrafts.

He said he was sorry about how his involvement might have tarnished Utah's image, "even though I personally feel I did no wrong."

Some opponents have called for Owens to drop out of the race.

Communist Pravda folds; newspaper too poor to print

Associated Press

MOSCOW — After nearly 80 years delivering the Communist Party message, the cash-strapped Pravda newspaper published its last edition today, blaming soaring prices and anti-communist authorities seeking vengeance.

"They got us' after all, those zealous old and new rulers," the once-powerful daily newspaper said in a bitter front-page editorial. "The market-price noose strangled the independent Pravda."

Below the editorial are pictures of a gloomy coal miner, a hospital patient with his head in his hands and a jobless Pravda typesetter — three victims of Russia's economic woes — and the caption: "Without work, without medicine, without a newspaper."

Pravda said its closure was temporary

Cougars strip Miners 73-71, win 2nd WAC tournament

By ROMMYN SKIPPER and MICHELLE ERICKSON Sports Editors

FORT COLLINS, COLO. — The American Revolution started with the "shot heard 'round the world." The battle for No. 1 bragging rights in the Western Athletic Conference ended here Saturday night with Kevin Nixon's shot heard 'round the WAC.

Nixon, who had not played in the second half, entered the game with 2.4 seconds left, and drained a three pointer from 54 feet away to stun UTEP 73-71.

The win gave the BYU Cougars, who shared the season conference title with the University of Texas-El Paso, the 1992 U.S. West WAC tournament crown for the second year in a row and an automatic berth in the NCAA tournament.

"It's just a shot that you dream about," Nixon said. "Taking the winning shot never entered my mind, especially sitting on the bench. It felt good when I let it go. I knew it would be near the basket but I didn't know it would go in until it ripped the net."

BYU trailed all but three minutes of the contest and was down by as much as 14 points with 17:02 remaining in the second half. Senior guard Mark Heslop nailed a trey with 31 seconds left in the game to give the

Cougars their first lead since the 13:26 mark of the first half when Nixon hit his only other basket of the game — a three pointer that put the Cougars up 17-13.

Heslop's shot and a put back by UTEP's court flaxey set the stage for Nixon's half-court finish.

Reid called a time out with 2.4 seconds to go and designed a play. UTEP immediately called another time out, during which Reid called for a different play. BYU called another time out to set up yet a third play.

"We had three different offensive plays set up when Nixon shot it," said head coach Roger Reid.

"Our strategy turned out very good," Nathan Call, who inbounded the ball, said the play had several options. "The left was covered so I went to the right. When Nixon got the ball I was going, 'Shoot it!' It looked like he was going in slow motion to me."

After the game, Nixon was prepared to explain the options on the last play when Reid quickly interrupted, saying, "Don't tell them that. We could use it to win the NCAA tournament."

"I practiced that shot before and it never felt better," Nixon said. When asked in front of Reid if Nixon practiced the shot, Reid said, "He can shoot them before the coach gets in the gym and after he leaves."

The Miners jumped out to a 6-2 lead in the first half before BYU's trees started going inside for easy layups. The game remained close until UTEP went on a 12-4 tear to end the half with a 42-31 cushion.

"We thought defensively they were penetrating too much and getting too many easy hoops," Trost said. "He (Reid) told us to work on our interior defense. We didn't want them to penetrate so easily."

BYU shot an abysmal 37.9 percent from the floor in the half, and connected on only 16.7 percent of its three pointers.

But as Call put it after BYU's 75-62 defeat of Utah here Friday night, "... the second half is our half."

And it was. Although both teams played hard, BYU upped its shooting to 57.1 percent and its three pointers to 66.7 percent.

"The first half we got outrebounded and played aggressive defense and got to the boards," Sanderson said.

"I was proud of our team," Reid said, "but Don Haskins' team doesn't deserve to lose this basketball game. I feel bad for them."

"We certainly can't rest on our laurels," Heslop said. "Playing well at this point in time hopefully will help us (in the NCAA tournament). This was a good preparatory game for the NCAA," Heslop said.

BYU seeks minority professors

By CARRIE L. FOWERS Universe Staff Writer

At universities across the nation, administrations are trying to lure more minorities into teaching positions while maintaining quality faculties.

Donna Lee Bowen, associate professor in political science at BYU, said, "It is crucial that we have a diverse faculty." Bowen gave two reasons why faculty diversity is a must.

First, "Students come to the university at a very tender time in their life and they look to their professors as role models." These instructors shape how students look at the world, how they will raise their children and what causes they will fight for.

Second, faculty diversity is crucial because of what and how students are taught. Most of what students at BYU learn has been "filtered through the mind of a male, white, Mormon professor," Bowen said.

According to Dennis L. Thomson, associate academic vice-president-faculty at BYU, the intent of BYU and the Board of Trustees is to "hire a Mormon-based faculty that abides by LDS standards."

"Although this reduces the pool of applicants, BYU is open to hire women and people of color."

Bowen supports Thomson's view. "We need diversity represented in the faculty. There are different ways of doing things, not just one way. No one professor can give you everything you need," Bowen said.

"Diversity is compatible to diversity in the gospel. Membership in the Church will become more diverse in the next 10 years. The gospel makes it mandatory for us to be diverse. [Minorities] have as much to teach us as we have to teach them," Bowen said.

Thomson said BYU wants only the most qualified instructors at the university. "We don't slide back from our standards to hire minorities."

The University of Kansas is also seeking a more diverse faculty although applicants are not required to meet certain standards to be hired, like they are at BYU.

"When we are under-utilized in minorities and females, we use recruitment sources that target these two audiences," Joyce Hammond-Perry said, assistant director of affirmative action. Hammond-Perry said he feels, "People of color and women should hold more tenured faculty positions."

She said students raise concerns regarding the faculty, often requesting

See MINORITIES on page 2



Difficulties exist in finding qualified, minority professors, some colleges say

By KEVIN SLAGLE Universe Sports Writer

Universities take different approaches to increase the number of minority faculty members they employ. Some implement hiring quotas. Others simply seek out the best candidate.

One of the problems universities run into is, in many cases, there are just not enough qualified minority candidates.

Helen Remick, assistant provost for human rights and affirmative action at the University of Washington said encouraging young minorities to go to college and complete graduate school helps add to the hiring pool.

"The best way to increase the number of minority faculty members is to increase the number of minorities who get doctorates."

"We have to get people interested in graduate school so they will be available for hiring as faculty," Remick said.

The University of Washington is involved in several outreach programs at the junior high, high school, and college levels to encourage minority youth to complete graduate programs, especially in science and math.

Robert Cannon, affirmative action officer at the University of North Carolina, said he feels special hiring programs for minorities can backfire.

"The question is 'why should minority faculty members be hired any differently than anyone else?'"

"When you go to the universities where they have the so-called 'special slots' for minorities... when you look at the numbers of those people who have been offered tenure, you will find that these numbers are zero or very small."

UNC has not created a special program for hiring minorities, but seeks them out like as they would a white

See RECRUIT on page 2

TOPIC

Faculty diversity is becoming one of biggest university issues in America. Student bodies have become more diverse, but faculties haven't changed much. Many university administrations are trying to hire more women and racial minorities while still respecting tenures. How can the problem be solved? See related stories on this page and pages 7 and 8.

NEWS DIGEST

Compiled from staff and news service reports

U.N. begins largest peacekeeping mission

PHNOM PENH, Cambodia — The United Nations officially embarked on its largest peacekeeping operation Sunday, hoping to end two decades of war that killed countless Cambodians and devastated their country.

Arriving to formally establish the U.N. Transitional Authority in Cambodia, senior U.N. diplomat Yasushi Akashi condemned recent cease-fire violations, and said the United Nations would do what it must to defend the peace accord signed by Cambodia's four rival factions.

"We face a historic challenge," Akashi said. "UNTAC will be the largest, most complicated, most ambitious and, I am afraid, most expensive operation in the 47-year history of the United Nations."

His arrival was marked by a brief ceremony at the airport attended by dozens of diplomats, representatives of the Cambodian factions and an honor guard of U.N. military officers. A parade of U.N. soldiers through Phnom Penh was planned for Monday.

U.N. officials and soldiers began arriving in October after the Vietnamese-installed government and three rebel factions signed a peace agreement in Paris to end 13 years of civil war. A few thousand are now here and about 22,000 soldiers, civilian police and other officials eventually are to come.

The lightly armed U.N. military force is to disarm most of the 250,000 fighters from all four factions and supervise the rest in special cantonments set up around the country.

The peacekeepers are also to ensure all Vietnamese soldiers are out of the country.

Y expert helps unearth Mayan sculpture

SALT LAKE CITY — Archaeologists from UCLA and BYU working in Guatemala have unearthed the largest Mayan architectural sculpture ever discovered.

The massive stone sculpture measures 34 feet wide and 16 feet high. It is covered with stucco and decorated with depictions of the Mayan god Principal Bird Deity.

The work dates to about 300 B.C., a period some 200 years earlier than similar carvings, said Richard Hansen, a BYU graduate and director of a three-year UCLA research project at the ancient Mayan city of Nakbe, in northern Guatemala.

BYU archaeologist Don Forsyth, a world expert on Mayan ceramics, also participated.

Before Hansen's discovery, archaeologists had not thought the very early Mayans capable of such a sophisticated architectural construction. The discovery also yields new information about Mayan culture.

Amelia Earhart mystery possibly solved

HOUSTON — An aircraft recovery group claims it has solved the mystery surrounding the disappearance of Amelia Earhart, who vanished in the Pacific 55 years ago, by finding part of a plane, a newspaper reported Saturday.

A team found the fuselage remnants in a search of the jungle on the remote South Pacific atoll of Nikumaroro, The Houston Post said.

The fuselage segment and a size 9 shoe — Ms. Earhart's size — were discovered during an October expedition, said Richard Gillespie, executive director of TIGHAR, the International Group for Historic Aircraft Recovery.

Gillespie said they were sent to a National Transportation Safety Board expert for analysis, who verified them as Ms. Earhart's, the newspaper said. "We will present proof that the Earhart mystery has been solved," he said. "It's been a long, difficult, expensive project."

Ms. Earhart and her navigator, Fred Noonan, disappeared in their two-engine Lockheed 10-E Electra July 2, 1937 during a bid to become the first aviators to circle the Earth.

Elder Anderson dies at 102 years old

SALT LAKE CITY — Elder Joseph Anderson, emeritus General Authority of The Church of Jesus Christ of Latter-day Saints and former secretary to the Church's First Presidency, died Friday at age 102.

Elder Anderson was the oldest man to ever serve as General Authority of the Church.

Elder Anderson's funeral will be held Tuesday at the Bonneville Stake Center at 1535 E. Bonneview Dr.

After a long career as a private secretary to the First Presidency, Elder Anderson was called in 1970 to be an Assistant to the Council of Twelve Apostles. In 1976 he was named to the First Quorum of the Seventy and was given General Authority Emeritus status in 1978.

Elder Anderson was born Nov. 20, 1889, in Salt Lake City. He served as a missionary for the Church in Switzerland and Germany from 1911 to 1914. On Nov. 11, 1915, he married Norma Peterson in the Salt Lake Temple. She died in 1985.

Elder Anderson served as secretary to the First Presidency from 1923 to 1972, serving under five presidents of the Church, from Heber J. Grant through Harold B. Lee.

When speaking to students at BYU in 1987, he said those who wish to remain young at heart should develop positive attitudes.

THREE-DAY WASATCH FORECAST

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Tuesday



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The Daily Universe is an official publication of Brigham Young University and is produced as a cooperative enterprise of students and faculty. It is published as a laboratory newspaper by the Department of Communications under the direction of a managing director and editorial and advertising directors, and with the counsel of a policy advisory board.

The Daily Universe is published Monday through Friday during the Fall and Winter semesters, except during vacation and examination periods. The Universe is published Tuesday, Wednesday and Thursday during Spring and Summer terms.

Opinions expressed do not necessarily reflect the views of the student body, faculty, university administration, or Board of Trustees, or The Church of Jesus Christ of Latter-day Saints.

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Springville funds local crisis centers

By MELYNDA THORPE
Universe Staff Writer

Springville city administrators approved an \$8,300 donation of Utah Valley Consortium funds to aid county construction of crisis centers for women and children.

Richard Manning, Springville city recorder, said Springville recently joined the Utah Valley Consortium program to assist low-income families. The program is designed to provide housing and shelter to low-income individuals, Manning said.

Springville uses crisis centers in domestic situations, Manning said. Women and children who are taken from their homes in a crisis situation are usually taken to the crisis center

in Provo, he said.

Springville is allotted approximately \$48,000 annually by the consortium for building and home rehabilitation, Manning said. Federal funds are granted to the consortium by the Housing Urban Development Agency. The donation to county crisis centers will come from this budget, he said.

Randall Jepperson, executive director of the Utah Valley Consortium, said the consortium program was created to provide federal grants to cities who wish to assist low-income families. The Utah Valley Consortium is a chapter of the HOME project. Nine cities in Utah Valley have joined the consortium, Jepperson said.

MINORITIES

Continued from page 1

the faculty be more diverse.

Thomson said there are several departments at BYU that would welcome more minorities to their departments.

For example, the engineering faculty is all male because it is extremely difficult to find women who meet the department's and the administration's requirements.

On the other hand, the English Department is filled with women. The Nursing Department is the same way. Out of a nursing faculty of 40, only two are male.

Thomson said of the College of Education, "The students would like more diversity," because the faculty is primarily male and the students are predominately female.

Ennis Layne, vice provost of faculty affairs at the University of Southern California said, "We already have a very diverse faculty. In

fact, there are many names on the faculty roster that I can't pronounce."

USC is located in one of the most heterogeneous areas in the nation, Los Angeles.

Layne said many Hispanics have migrated to southern California. Spanish is quickly becoming a second language.

Therefore, "There is a thrust to foster a sense of diversity among the faculty at USC and form better relations with the university community," Layne said.

He said USC teaching reflects western culture.

But students from western cultures already know about it and therefore, learn very little.

Next year, students will be required to take classes that further explain other cultures.

RECRUIT

Continued from page 1

faculty member — looking for the best.

"The faculty has been built in a normal process and that's to the advantage of the minority faculty members because when they are hired under all these special programs, they tend not to make it in these universities."

"I would like to see departments actively and aggressively go out and recruit minority faculty members the same way they go out and recruit non-minority faculty members."

"Contrary to popular belief, some of the best faculty happen to be minorities."

At BYU, hiring an ethnically diverse faculty poses some unique problems.

BYU prefers to hire LDS professors and, nationwide, there are few minority LDS candidates available.

The exact numbers of black and other minority faculty members at BYU is unknown - it is not a statistic that the university keeps - but it is a very small figure.

"Although we make a good effort trying to find women and minorities for our faculty, it is hard to get them to come out here," Darlene Kelly, equal employment office manager, said.

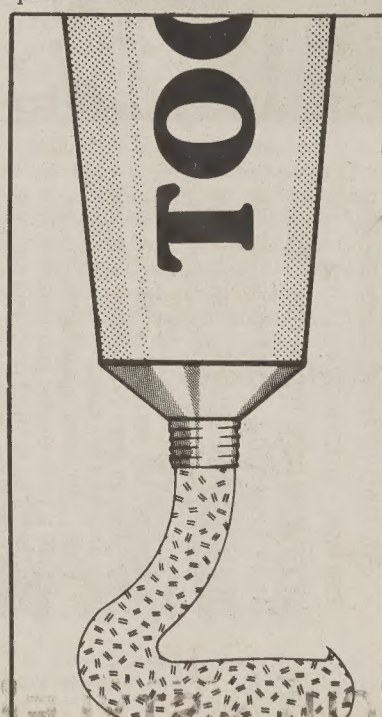
One black student at BYU said he feels the students here miss out on the perspective faculty diversity would bring to this campus.

"Because there is so much stereotyping on T.V. and negativity in news reports, bringing in more ethnically diverse faculty would bring a broader view of what minorities are really like to the students," David Wofford, 23, a senior in marketing from Bridgeport, Conn., said.

Future trends in the hiring of minority faculty members nationwide seem to be based on the availability of qualified candidates.

Cannon said he feels we will see more minorities, especially Asian professors attracted to major research universities across the country.

Remick said he hopes more minorities will be available for professor slots in scientific and medical fields.



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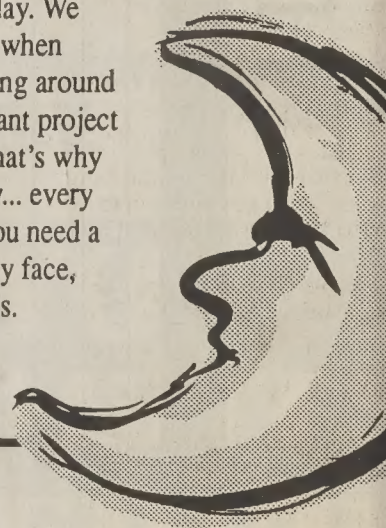
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"O sing unto the Lord a new song; for he hath done marvellous things: his right hand, and his holy arm, hath gotten him the victory."

—Psalms 98:1

Rex Robinson would like to dedicate this scripture to Kevin Nixon and the BYU basketball team for their WAC Tournament victory Saturday. He recommends replacing the word 'his' with 'Nixon's.'

Rex is:

- a graduate student in sports psychology
- from Austin, Texas



CAMPUS

Lumper crop of kids visit Y 'farm'

ERIN BAKER
Staff Writer

horses, cows and children all necessary ingredients for a "on the Farm" Friday in the Leo Ellsworth Meat and Livestock Center.

A mix of animals and children made for a chaotic but fun and rewarding day, said Kathryn Marchant, 20, a senior majoring in animal science at the University of Utah.

Friday is an opportunity for elementary school children and community members to learn about farm animals and farm life, Marchant said. The animal science department and the Utah Stock and Bridle Club sponsor the event in conjunction with the Utah State Fair and Agriculture Week. A steady stream of more than 3,000 elementary school children filed through the Ellsworth meat arena from 9 a.m. to 2 p.m. to pet pigs, piglets, draft horses, chickens, a ram, a ewe and other animals.

Marchant called it "animal day," because the animals are more like animals than the children are," Marchant said.

The overwhelming response of children in the arena could be summed up in the words of a first grader from the Monticello Elementary School, who said, "I'm having fun seeing animals and I like the smell."



Universe photo by Bret Seiter

Children spending a Day on the Farm pet this patient horse Friday at the BYU Leo Ellsworth Meat and Livestock Center.

Other children waved to the pony, tried to pick up the rabbits and baaed back at the lambs.

Carol Madsen, a mother from Provo accompanying her children on the Farm Day trip, said, "I've lived in Provo all my life and never knew they did this. It may be the only chance

kids who don't live on a farm get to pet these animals," she said.

"It's surprising how many kindergartners don't know milk comes from cows," said animal science department secretary Sharon Eastwood.

Calf roping scheduled today on the quad

ERIN BAKER
Staff Writer

Calf roping, country dancing and a rodeo show are just a few of the displays planned for Biology and Agriculture Week, which continues today through Saturday.

Friday's events and displays include "Discover the Diversity" at the College of Biology and Agriculture, food science professor

from 11 a.m. to 1 p.m., a live rodeo show sponsored by the Monte L. Rasmussen Life Science Museum will be held in the ELWC Garden Court, said

Sharon Greathouse, 22, a senior majoring in molecular biology from San Antonio, Texas.

Checkerboard Quad activities, including calf roping, will take place at the same time on Monday, said Vincent M. Liddiard, 22, a junior majoring in botany from Provo.

Another quad activity scheduled is the "Dunk the Car Ban Man."

The dunking booth will give students a chance to "get back at the guy who wants to take away their cars," said Pike of Cory Teuscher, a microbiology associate professor who proposed a ban on student-owned cars last year.

Biology and Agriculture Week also includes a country dance Friday from 8:30 p.m. to midnight in the Ellsworth Building.

There will also be a 5K Fun Run at 9 a.m. on Saturday.

The run starts at the quad north of the Smith Field House.

A "Turkey Shoot" expedition will meet at the southwest corner of the John A. Widtsoe Building Saturday at 10 a.m. and travel to West Mountain, near Lehi, Liddiard said.

Participants should bring their own ammunition and shotgun for the skeet (clay pigeon) shooting competition, he said.

Lecture to address arrival of Columbus

MARAH JANE CANNON
Staff Writer

The Spanish honor society, Sigma Pi, is sponsoring a lecture to commemorate the 500th anniversary of Columbus' arrival in the Americas. When some people from Spain came about the discovery of America, they didn't think of Columbus, they thought of the Pinzon family from Spain, society president Rob Strong, a graduate student from Sugar Creek, Idaho, studying Spanish history.

Lamar Jensen, a BYU professor emeritus of history and chairman of the Columbus Quincentennial Committee, will speak Wednesday at 5 p.m. in 321 ELWC about this historic voyage and their involvement with Columbus. The lecture is open to the public.

Jensen said he wants to let people know about the Pinzon family, who were and the important role they played in Columbus' discovery.

Jensen wants to give the Pinzon family their proper place in history, without forgetting Columbus' role in the voyage.

"The Pinzon brothers helped in recruiting sailors," Jensen said. "Without them Columbus would not have had a crew."

The family was ultimately responsible for recruiting about two-thirds of the total crew. In addition, two of the Pinzon brothers were ship captains, and another was a first mate with Columbus on his voyage.

During the voyage a rivalry occurred between Columbus and the oldest Pinzon brother, Martin Alonso Pinzon. Because of this rivalry, advocates of Columbus and the Pinzons play down each others role in the discovery, Jensen said.

Jensen has been at BYU for the past 35 years. In that time he has published eight books on the Renaissance and Reformation. He is also directing a Columbus tour to Europe later this year.

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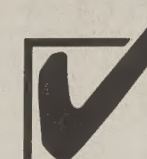
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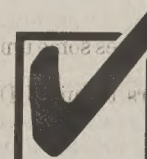
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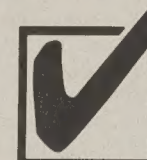
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LIFESTYLE

Spring fashion show features student designs

By DAWN R. ANDERSON
Universe Staff Writer

The seventh annual Clothing and Textiles Department/BYUSA-sponsored spring fashion show, "Designers at Work," was presented in the Wilkinson Center Main Ballroom Friday night.

Fourteen student designers were featured along with faculty designer Mary Farahnakian and guest celebrity designer Robert Comstock.

Designs by students ranged from floral, flower-like designs to somber black and white to party dresses for young girls.

Guest designer Robert Comstock provided a video of his latest collections and personal thoughts and inspirations that was shown during the event.

Mary Farahnakian received a standing ovation for her costumes depicting what Christopher Columbus, King Ferdinand, Queen Isabella and an American Indian would have worn 500 years ago.

"The fun part about these designs and the fashion show is that guests can see what is new for 1992 and then compare that clothing with Columbus's clothing and picture themselves in that time period," Farahnakian said.

The student designers were able to showcase their talents in each of their individual minishow segments, and those with particularly outstanding lines were recognized and awarded for their talent, creativity and effort.

The panel of judges critiquing the student designers' collections consisted of guest designer Robert Comstock, other professional designers and representatives of Nordstrom and Express.

The winner of best collection was a three-way tie between Kirsten Zepf, Karen Schell and Paul Tew.

Zepf's collection, entitled "Simplicity Rediscovered," featured clothing in neutral colors, with simple lines and restrained accents of sequins, short fringes and simple bows.

Schell's collection, entitled "Apocalyptic Feast," started with slinking,



Models display student-designed clothing at the annual spring fashion show, "Designers at Work."

weaving models wearing somber hues with irregular hemlines and climaxed with a booted, empire-waisted wedding gown.

Tew's collection, entitled "Hataraku," featured simple, flowing tailored clothing for men and black dresses accented with bright scarves and matching inverted-pyramid style hats for women.

Several student designers also cre-

ated elaborate costumes for a special set. Jeanine Leshner's enchanting gown for Cinderella received the award for best costume.

Other awards presented were: most innovative, Lisa Swanson and Jeanine Leshner; best use of color, Dymna Concha and Shannon Ridge; best construction, Shannon Ridge; best illustration, Kirsten Zepf; and best use of texture, Nicole Henrie.

LDS fashion designer visits Y shares creative philosophy

By DAWN R. ANDERSON
Universe Staff Writer

Designer Robert Comstock, hailed as the "New Hero for the Nineties," visited BYU last week as the guest designer for the BYUSA Clothing and Textiles Spring Fashion Show.

Comstock spent a few days visiting with faculty and student designers and spoke to Fashion Society members about his values, beliefs and designs.

Comstock, a BYU graduate, started his line out of his parents' garage in Boise, Idaho, and now heads his own multi-million dollar worldwide sportswear industry.

Designs by Comstock embody the idea of "casual sophistication." He is famous for his fine leathers, Native American-inspired designs, and denim sportswear.

Comstock taps into his love of the outdoors and his risk-taking experiences for inspiration in designing. These influences from his adventures, such as sky-diving, canoeing the Amazon, skiing across Greenland and horseback riding with Native Americans, shine out in his collections.

"I wouldn't attempt to design something I haven't experienced," he said.

Elements in his designs that reflect this include the use of a parachute

rip-cord as an accent on a sweatshirt, handbeaded leather patches by Native Americans, and padded knees in trousers reminiscent of his canoeing expedition.

Optimism, confidence and believing in yourself are traits stressed by Comstock as essential for achieving success.

"Direct your creativity instead of your creativity directing you," is Comstock's advice to aspiring designers.

Being committed to your work and not compromising yourself is very important in designing, Comstock said.

"We must decide sometime in our lives what we want to do and do it," he said.

There are always going to be obstacles to overcome, Comstock said, but the worst are those you set for yourself.

"Don't persuade yourself that you can't do it," Comstock said; "visualize your dream, project that image and make it happen."

"Take advantage of the opportuni-

ties you have now," said Comstock, commenting on the benefits that college education offers.

The most important thing is you love what you are doing, Comstock said, who gives himself to his designs. "I designed it, I believe in it, it's me," said Comstock about his designs.

Comstock, when questioned whether his religion affected his career, said that it hadn't affected him negatively at all.

His main advice is to "never promise yourself, your morals or beliefs, but still remember to remember others."



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MTV, KJQN spotlight modern rock in Salt Lake

By BRET BOTTGER
Universe Staff Writer

The first MTV college rock tour stops in Salt Lake City at the 49th Street Galleria on Saturday, April 4 at 8 p.m., featuring veteran musicians John Lydon and Mick Jones. Four modern music bands will share the bill in this 25-city multi media event: Big Audio Dynamite II, Public Image Limited, Live and Blind Melon.

MTV, the cable television music video network, is sponsoring the "120 Minutes" tour with local radio station KJQN to reach out to the college music market and to support their modern music video show of the same name. The television network is also expanding into radio broadcasting to promote the 120 Minutes tour. The new radio show "120 Minutes -- Left of the Dial," will be a daily five-minute radio news show that will focus on developments in the modern music scene.

Utah is a strong market for the modern college rock radio format. Most radio markets do not have a college rock station, while Utah has two commercial stations, KJQN 104 FM and X-96 FM, and a public service station from Orem High School, KOHS 91 FM.

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SPORTS

BYU seeded No. 10 in NCAA

COMMYN SKIPPER
MICHELLE ERICKSON
Sports Editors

Did Rodney Dangerfield think he has no respect. Now about the BYU men's basketball team? The Cougars tied for top spot in the Western Athletic Conference regular season, won the WAC tournament, and are 25-6. In the West Region of the NCAA tournament and will play Louisiana State University, seeded No. 7, on Wednesday in Boise.

Although BYU defeated the University of Texas-El Paso in the WAC tournament 73-71 on Saturday, the Cougars were still seeded lower than the Miners in the NCAA tournament.

BYU was seeded ninth in the West Region and begins tournament play against Evansville University Friday in Dayton, Ohio. As far as the WAC tournament, everything went as expected. There were no upsets — period. Every seeded team won its game. The Cougars of Colorado State did their best to create some excitement by coming within two seconds of defeating UTEP in the first round. A blocked shot left CSU on the end of the stick, 66-65.

The championship game between BYU and UTEP was everything it was supposed to be. Although BYU came away with a last-second shot from the key, it was an improbable end to an appropriate ending for the game between the WAC regular season co-champions.

The game could not have been evenly matched. BYU shot 46 percent for the game; UTEP shot 33 percent. BYU hit 5 of its 12 3-point attempts; UTEP was 4-12 from beyond the arc.

BYU was called for 22 fouls in the game. UTEP was called for only 20. BYU led in assists with 12 to the Cougars' 11. BYU also led in one area it did not wish to do so — turnovers. BYU had 13 to the Miners' 12. UTEP had five steals to the Cougars' four. The only area which was not even was blocked shots, as UTEP clearly manhandled



Universe photo by Scott Niendorf

BYU center Gary Trost and forward Russell Larson celebrate the victory over UTEP. The Cougars won the WAC tournament and earned a No. 10 seed in the NCAA tournament.

BYU, 8-2.

The all-tournament team was announced at the end of the final game. Gary Trost, BYU's junior center, was named to the team but senior guard Nathan Call was noticeably absent. UTEP placed two guards on the team, Prince Stewart and Eddie Rivera. Rivera was also named tournament MVP but after the upsetting loss to the Cougars, all he could do was take the trophy and set it beside his chair, while he pulled a towel over

his head. Rivera was only the second player ever in the WAC tournament to be named MVP while coming from the losing team. Colorado State's Luster Goodwin was the first one in 1985.

The University of New Mexico placed one player on the tournament team with guard Willie Banks.

Wyoming, although it was eliminated in the first game, had Reginald Slater, this season's WAC Player of the Year.

Divers qualify for nationals

By NOLAN M. SUNDKUD
Universe Sports Writer

Two BYU divers are on their way to the NCAA championships after Saturday's NCAA Zone E meet in the Richards Building.

Sophomore Vanessa Bergman automatically qualified for the NCAA championships after placing first in the three-meter diving competition. Bergman totaled 503.40 points to beat 35 other divers from 15 different

schools in the West.

Valerie Blau came in fourth in the three-meter with 470.45 points and seventh in the one-meter dive for 356.40 points, giving her enough total points to also qualify for the NCAA competition.

Both women will be going to the meet in Austin, Texas, to take place March 19-21.

"My goal was to go to nationals, and I was concentrating on doing my best on each dive today," Bergman said.

Utah wins 78-69 over Lady Cougars in WAC semifinals

By JULIE WHITAKER
Universe Sports Writer

The Cougar women's basketball team ended their season Friday night at the WAC Tournament semifinals with a 78-69 loss to the University of Utah at the Huntsman Center in Salt Lake City.

BYU and Utah were neck and neck the entire game until the last five minutes, when Utah pulled ahead for the victory.

Cougar coach Jeanie Wilson said, "I think Utah played a great game, and I honestly think we played a great game."

Cougar senior guard Kim Talbot said, "It could have been anyone's game."

BYU freshman guard Thais Kidd was asked if "conference nerves" could have contributed to BYU's loss. Kidd said she didn't think that was the case because it was the 29th game of the season, and BYU has played under pressure in close games.

Talbot attributed Utah's run at the end of the game to their "extra-tough defense" and the fact that BYU's shots weren't falling.

Kidd and freshman center Debbie Dimond both got into foul trouble during the game, earning four fouls apiece.

When asked if the fouls had an effect on the team, Wilson said any time two of the team's "big guns" get into foul trouble it's going to affect the game. Wilson said the fouls hurt the team mentally and emotionally.

One of the problems the Cougars faced was Utah's junior forward Mikki Kane, who scored a career-high 31 points against BYU. Wilson said, "When Mikki gets hot she's awfully hard to turn off."

Three Cougars scored in double figures. Kidd led the way with 20 points, followed by senior forward Lisa Rathbun with 18 and Talbot's 11 points.

Wilson said she is not disappointed with the team's performance this year. "I couldn't be happier with this team."

Talbot said, "We couldn't have asked for a better season." The Cougars reversed their win-loss record with 21 wins and eight losses compared to last year's record of 8-21.

"When you go from 8-21 to 21-8 in one year you get emotional," Wilson said. "I'm an eternal optimist but I never thought we'd be 21-8." Wilson said the team's unity helped them win. "It's not just a ball team — it's a family."

Creighton beat Utah, 74-63 to take the WAC championship.

Lady gymnasts break 3 records; men's team defeats Iowa State

JULIE WHITAKER
STEVE K. ESPOSITO
Universe Sports Writers

BYU men's and women's gymnastics teams came away with victo-

ries in action at the Smith Field House Friday and Saturday.

The women gymnasts broke three school records and tied one in their quad-meet victory Saturday night.

BYU earned a first-place total of 194.3 points, setting a new BYU record. Utah State University came in second with 191.9 points. Southern Utah University was third with 188.85 points, and Boise State University followed in fourth place, earning 185.95 points.

Cougar senior Korie Jackman was the all-around winner of the meet, breaking a school record with her 39.25 points. BYU freshman Nanette Thornock was tied for second place with an all-around score of 38.55.

Jackman also broke the BYU record for beam, earning a 9.9 on the event.

BYU senior Tammy Packard tied a school record on the floor with 9.9 points.

The Cougars have been improving their team scores meet by meet this season. Cougar coach Brad Cattermole said the team has been taking some chances recently that have paid off. "We're really happy with what's going on," he said.

The No. 4-ranked BYU men's gymnastics team outlasted Iowa State 267.90 to 267.10 Friday in the Smith Field House.

In a closer match than expected, the Cougars placed their second team on the floor to test and evaluate them.

Resting for BYU were senior Jason Brown, sophomore Ritchie Ellis and freshman Liang Jing-Wei. All three

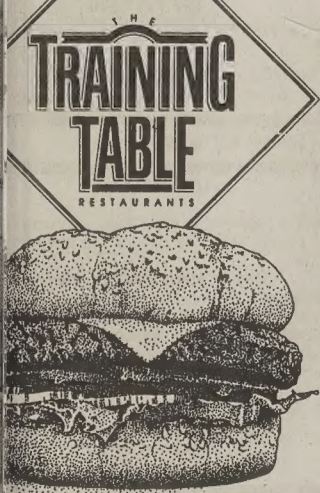
are fine physically; coach Mako Sakamoto rested them in preparation for two tough meets on the road against Temple University and Penn State this week.

Senior Frank Fuchs finished first on the vaulting exercise with a score of 9.35 and on the parallel bars with a 9.25, and he tied for first on the high bar with a 9.55 for a final of 53.60.

Sophomore David Leetch took first place on the pommel horse with a score of 9.2.

Carlos Fulcher, a junior, finished first on the rings and tied for first on the high bar, with scores of 9.45 and 9.55, respectively. Junior Chris Reshetar placed first on floor with a score of 9.6.

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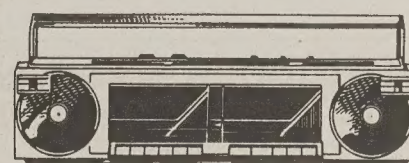


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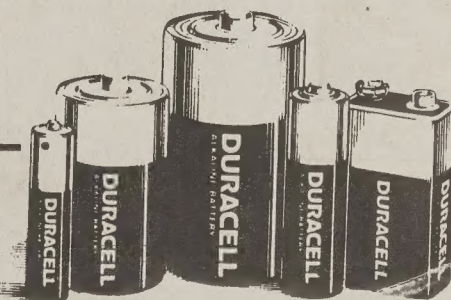
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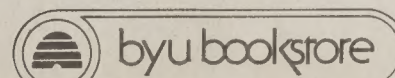


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Faculty hiring process detailed, complex

KATIE L. STASTNY
Senior Staff Writer



Professors were not born professors. There is a complicated process through which professors must trudge to gain their much-revered status.

At universities across the United States, the process of attaining jobs as professors is similar, but BYU adds its own twist.

In a department at Gonzaga University in Spokane, Wash., finds with a vacancy, the first thing it does is advertise in a weekly publication called the "Journal of Higher Education" or in specialized professional journals relevant to their field, Kathy Simmons, assistant to the academic vice president, said.

Y applicants face unique requirements

Anyone interested in the advertised position can send a resume to the department, but only a select few are invited to the university for interviews.

At most universities, each specific department will form search committees to fill vacancies.

These committees invite top applicants to travel to their universities for a series of interviews beginning at the departmental level and eventually reaching the academic vice president. Candidates are also invited to speak at guest lectures on campus.

In addition to advertising in publications, search committees often write to departments at other universities asking for references of employees who might be interested.

Some universities even go international in their searches for candidates to fill vacancies.

"At Harvard we look for the best in the world," said Joseph McCarthy, assistant dean for academic planning in the faculty of arts and sciences.

BYU differs from other universities in its approval and interviewing process.

When a candidate is chosen on the departmental level, his or her name is put on a preliminary clearance list which is sent to the Board of Trustees.

If the Board approves the candidate, he or she is invited to visit the campus.

After a series of interviews at the departmental level, with the dean of the college and with the academic vice president, the candidate is interviewed by a general authority of The Church of Jesus Christ of Latter-day Saints.

As a general rule, universities will hire recently-graduated doctorates at an instructor or assistant professor level and rank those with more experience at an associate professor or professor level.

At Harvard, letters sent to departments at other universities ask specifically for qualified women and minority candidates.

Although there is no specific quota they wish to fulfill, Harvard has a goal of keeping their representation of women and minorities above the national average, McCarthy said.

At BYU, preference is given to applicants who are members in good standing of the LDS Church.

"That's what we're here for. When members send their kids to the university, that's what they want," Betty Aleman, the secretary to the associate vice president over faculty at BYU, said.

When a candidate shows interest in the position, the first contact BYU makes with him or her is in the form of an application asking for their religious preference. If they are LDS, the names of their bishops and stake presidents are asked for as references.

Once a candidate is approved at every level, at BYU and other universities, the person's rank and salary are determined and finally a letter is sent to the candidate making an offer for the job.

Visiting professor at Y brings new perspective

By HOLLY J. POWELL
Universe Staff Writer

Yadong Liu, a former member of the Chinese foreign service, is a visiting professor for BYU's Political Science Department this semester.

Liu is from Beijing in the People's Republic of China.

He is currently on leave from Columbia University where he is pursuing his Ph.D.

"I have enjoyed being here at BYU very much," Liu said.

"Here, I think the professor/student relationship is more relaxed and students have more access to professors," Liu said.

Liu is teaching two courses this semester. One is a graduate-level course on human rights and the other is an undergraduate course on Chinese foreign policy.

Liu said the reading assignments here are much different than in China.

"Here students must read several books over the semester whereas in China in many of the colleges they only read one or two and they must know them extensively."

Michael Hale, 23, a graduate student from Huntsville, Utah majoring in Asian studies, who is enrolled in the graduate course taught by Liu, said, "I enjoy the class because he treats us as colleagues and we all have the opportunity to lead a discussion."

"He has an unbiased view of eastern and western foreign service policy, which helps us to see the differences objectively," Hale said.

Liu will finish teaching here this semester, then will go back to Columbia and finish his Ph.D.

"The response to Liu has been very positive, both by students and faculty," Chelita Pate, secretary for the Political Science Department, said.

Implant publicity unfair, expert says

M. ROBBINS
Senior Staff Writer

Estimated one of every nine women will develop breast cancer in her lifetime. The pros and cons of reconstructive breast implants were discussed by a Provo plastic surgeon last week at a breast reconstruction seminar at UVRMC.

Blaine Hirsche, president of the Utah Plastic Surgery Society, said he believes silicone breast implants are safe, but that no surgical procedure is risk-free. At 2 million women in the United States have breast implants. Twenty to 30 percent of implants are used for reconstruction after mastectomies. The two most common types are bags filled with silicone gel or saline. Saline implants are still on the market, but Hirsche said they do not leak as natural as silicone and have a 10 percent leakage rate.

Since the first gel breast implant in 1962, the rate of implant complications has decreased from 20 percent to three percent, he said. "We're getting better and better results; at the same time we're getting worse and worse publicity."

Hirsche said a recent \$7.3 lawsuit won against an implant manufacturer by a California woman started a feeding frenzy among lawyers. On July 6, the FDA sent out a request to all manufacturers to supply data about their implants because they were coming under investigation. Last month, the FDA issued a moratorium on all silicon implants.

"I think it is wrong, it is a travesty," Hirsche said. "That's what the scare does: people with no problems are getting them removed. I don't think there is anything to support that." He said the moratorium was a result of bad publicity and groups lobbying against the implants, "not anything to do with science."

"Presently, silicon is the best non-reactive substance on the market," Hirsche said. "If the FDA thinks that silicone is bad, why are there so many other silicone items on the market?" He said joint replacements, pacemakers, needles coated with silicone and even hairspray contain silicone which can escape into the body.

A statement prepared by the Department of Health and Human Services said implants may inhibit x-rays.

Visiting, foreign professors bring new insights to colleges

MELA HAWKES
Senior Staff Writer

Many advantages and few shortcomings are the reasons visiting and foreign professors say they chose to work in the United States.

The diversity provided to students and fellow professors is the major reason universities say they hire visiting foreign professors.

Visiting professors said smaller classes, more time for research with responsibility, better equipment, the opportunity to learn a new culture and new teaching methods are the benefits of being a visiting and foreign professor.

One of the most difficult challenges of being a visiting and foreign professor is social activities, cultural differences, language barriers and being away from home.

Providing students with new perspectives, a close-up view of another culture and the feelings of a foreigner about the United States are all of the opportunities visiting foreign professors provide, university administrators said.

Dr. Bratonic, a visiting professor of modern languages and linguistics at Cornell University from Zagreb, Croatia, said she enjoys teaching with small classes.

Students are a "great pleasure to work with," Bratonic said. She only has six students, beginning and advanced.

Bratonic said she enjoys the personal relationship she has with each student.

Mimir Hlady, an associate professor of bioengineering at University of Utah from Zagreb, Croatia, said social activities are often difficult.

Life here can be frustrating because it is a different country, culture and way of life," he said.

Hlady said it took him about six months to overcome the cultural barriers.

John Unrue, senior vice president and provost at University of Nevada Las Vegas, said many universities hire visiting and foreign professors.

Professors from many other countries and universities provide diverse perspectives for students, said Unrue. They bring new perspectives for com-

mon issues is one advantage to hiring visiting and foreign professors.

Unrue said cultural differences influence the way people analyze problems. This difference in analyzing problems often provides new or better solutions, he said.

More opportunities for research exist as a visiting professor because of less responsibility, professors said.

"I have much less time for research at my home university," said Nikita Maslennikov, a visiting professor of architecture planning at Cornell from St. Petersburg, Russia.

Maslennikov said he has much less responsibility at Cornell than he had at his home university.

Jose Madrigal, an associate professor of statistics at BYU from Veracruz, Mexico, was a visiting professor at BYU in the fall of 1989. He said the language barrier wasn't a major problem for him.

An additional benefit of learning from a visiting or foreign professor is the personal view of another culture provided to students.

Unrue said providing students with "an intimate view of another culture" allows "students to learn first-hand" about a different culture.

Unrue said this helps students be better prepared for the work force when they leave the university setting.

Superior research facilities are other reasons visiting and foreign professors come to U.S. universities, they said. Bratonic and Maslennikov said the library at Cornell was "fantastic."

Hlady said having equipment and expertise available to him was one of the greater benefits.

Hlady said although he came from a large research institute, the opportunities for research are much greater here because of the facilities.

Bratonic said being away from home has been very difficult for her, especially during the recent political problems that have taken place in her country. She said concern for her family has worried her.

Bratonic said social life is very different in the United States than it is in Croatia. Visiting or foreign professors generally socialize with other visiting or foreign professors, she said.

Unrue said visiting and foreign professors provide "very good insight as to how we are viewed in other countries."

He said this insight will help students in their future positions in the work force.

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In addition, the HERITAGE EDITION will highlight BYU with stories of the past, present and future in sports, campus life, and academics.

The HERITAGE EDITION is the 2nd biggest issue of the year, and will be filled with interesting stories, as well as advertisers' special student discounts and offers. You might even find some hints on how to get a better parking space.

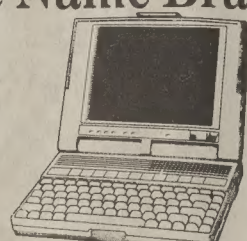
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More women to be professors

By L. M. ROBBINS
Universe Staff Writer



The number of women professors at BYU is expected to increase as a younger generation of women finish graduate school in their fields and go into teaching. But the transition is slow.

Kimball Harper, professor of plant ecology at BYU, said, "Despite all the pious talk, we still aren't serving women very well. Over half of our majors are women and we still don't have a female faculty member."

Women have traditionally been the victims of a cultural bias in the botany and range sciences, Harper said. "It is only in the last 15 years that there has been an influx of women into the field sciences."

Bruce Miller, math professor at Michigan State University, said their situation is about the same. "Women make up nearly half of the math major. We have a few excellent female faculty, but we should probably have more." MSU has actively recruited women professors in the past by having recruitment seminars and mailings, Miller said.

Theodore Weber, professor of social ethics at Emory University, said current professors are reflective of the class composition of the 1950s and it will take some time before professors are reflective of the class composition of the 1990s.

Harper said the BYU Field and Range Science De-

partment won't have a faculty retirement until 1995, but predicted a woman will probably fill that slot.

"There are enough women out there who have taken degrees at fine universities that I don't think there will be a problem finding one that meets our requirements," Harper said.

"Right now, there are many more men than women [professors]," said Tad Bibb, registration secretary at Baylor University. "I think that will change as the composition of students interested in the fields changes. For example, women have only recently begun declaring majors in science and engineering, but now women make up half of those majors at some schools. I think what will happen is that as those women finish their grad work, a lot of them are going to go into teaching. It's an evolutionary process."

BYU is probably not an exception to that theory, Nikki Wiscombe, secretary at the BYU mathematics laboratory, said. Wiscombe said in her experience, a lot of math majors go into teaching.

Leri Dawn Smith, administrative assistant of mathematics at BYU, said one-fourth to one-third of BYU's undergraduate math majors are women. "We don't do anything to actively recruit them," Smith said.

Joseph Badaracco, lecturer in business administration at Harvard, said BYU's statistics are probably average. He said women's groups have lobbied for more female faculty at Harvard since the 60s. "It was really an issue in the 70s. Women's liberation groups said the university was prejudiced because there were so few women, but I think in actuality there were so few women lecturers hired because there were so few women who applied for the positions."

Y Relief Societies serv

Some wards help shelters, hospitals, homes for handicapped

By CARRIE L. FOWERS
Universe Staff Writer

This weekend, the oldest and largest women's organization in the world celebrated its sesquicentennial birthday - 150 years.

The Relief Society of The Church of Jesus Christ of Latter-day Saints motto is "Charity never faileth."

In 1842, Emma Smith and 19 others started the Relief Society. Today, more than three million women belong to the organization.

These women not only serve each other and members of the Church, but also provide charity to their community as well.

Since the focus of the Relief Society centers around charity, Elaine Jack, general president of the Relief Society, has asked every ward Relief Society to provide service as a way to celebrate the organization's birthday.

BYU wards have been no exception to this world-wide service.

Donna Bayles, 25, president of the first Relief Society in the 158th ward from Longview, Texas, said their Re-

"Our Relief Society is in charge of collecting office supplies, old sheets, toys and sewing hospital gowns."

— Lynley Rowan
BYU 74th Ward Relief Society Member

lief Society has gone to a family crisis center and played with the children there. The women have made cookies and played games with the children.

Bayles said, "We plan to do this several more times."

Kim Clement, 21, president of the second Relief Society in the 158th ward, said her Relief Society made sack lunches for the food coalition in Provo.

This is a place where homeless people can come and eat.

The Relief Societies from the BYU 74th ward are working with an Orem

woman whose brother is on hospital services in Nicaragua. Lynley Rowan, 25, from Provo, Calif. said, "Our Relief Society is in charge of collecting office old sheets, toys and sewing gowns."

Rowan said they are also together admit-kits for patients stay in the hospital.

The kit includes a toothbrush, paste, shampoo and soap.

They are also collecting books and medical reference in Spanish.

Rowan said she hopes they will be continued.

"We hope to supply the with the things they need."

Janice Roman, 21, from Provo, said the BYU 93rd ward Relief Society is learning to decorate and then give them to patients home for the mentally handicapped.

"We will make generic cakes and then the home care them until it is someone's birthday."

Then the workers can personalize it."

Degree usually better than experience

By KATHRYN WALLACE
Universe Staff Writer



Contrary to what the Diesel Institute of Technology commercial announcer says, professionals are not in demand, at least not at the university level.

Professors in colleges across the nation usually must have doctorates to even make it past the first interview.

Though practical experience in their field is appreciated, professors must go through the same channels of the education process as their students.

Those with substantial educations, such as doctorates, are usually chosen over those who have spent years in a profession and have less education.

"A Ph. D. is a 'union card' for professors. It's

been that way here at BYU for at least 25 years. I don't know of any professors in this department without their doctorate," Lynn E. Garner, professor of mathematics said.

Karen Redfern, professor of English at James Madison University in Va., said, "At least in my field, a doctorate is essential to teaching at the university level."

"Most of our professors are also published authors, but to teach the tools of language, one must learn the tools first, presumably the place to learn is at college," she said.

Louis J. Chatterly, associate chair of mathematics at BYU said a Ph.D. is required to teach for the students' benefit.

There are exceptions to the rule, however. The piece of paper is important, but some teach without it.

William Affled, associate dean at the University of Illinois, said the Communication Department at U of I looks for professionals sometimes over Ph.D.s.

"Ph.D.s are not required to teach in our communications department. Practical knowledge in our writing class or graphics supersedes academic knowledge."

Certificates of scholastic achievement may mean more than applied knowledge in the field to the employers at universities, but not to most students.

"Professional knowledge, what's going on in the real world is what is important," Mindy Probst, 22, a senior at BYU in elementary education from Salt Lake City, said.

"Professors who have worked in the field are more helpful. They know what they are talking about," Amy Markworth, 21, a junior in travel and tourism from Payson said.

Dave Crook, a junior from Scotland said, "A balance of background is ideal."

"I have a professor with a lot of academic experience but no application of the knowledge he has. His classes are really boring because I can't apply it."

Colleges adjusting to lift of retirement mandate

By BRENDA LONGHURST
Universe Staff Writer



Many universities are deciding how to handle the national lift of mandatory retirement policies.

On one hand, some administrators say aging faculty members often become stale in their teaching. On the other hand, some administrators say aging faculty members have become the backbone of their universities.

William Perry, associate provost and dean of faculties at Texas Agricultural and Mechanical University, said the state of Texas has no mandatory retirement age. "At research universities, the faculty remains active when they get older and are strong contributors throughout their entire careers."

Perry said he sees two benefits of maintaining older faculty. First, aging faculty pass on the tradition and mission of the university and set examples for the newer faculty.

"The older faculty had to fight for academic freedom and tenure so they serve as excellent role models for the younger faculty," Perry said.

Second, older faculty members can make many significant contributions because they serve at their universities for long terms.

Perry said some teachers become less effective for several reasons such as inability or lack of desire to adjust new technology and teaching methods.

However, Perry said he does not think a teacher's effectiveness is related to his or her age.

Teachers must have the spirit of inquiry and the desire for knowledge to remain effective, Perry said. Teachers ask their students to learn and grow. "We can't ask them to do anything we are not willing to do ourselves."

Additionally, "If we as teachers better ourselves, the students will get better," Perry said.

An administrator at Massachusetts Institute of Technology said, "Many universities having the mandatory retirement age lifted will be encouraging their older faculty to retire so they can hire new faculty."

Charles Ball, News Office assistant

director at MIT, said MIT has a major concern with the lift on mandatory retirement. "The budget can only go so far," he said. With senior faculty holding full-time paid positions, the school cannot hire young, invigorating faculty.

MIT is trying to contrive creative alternatives for meeting the needs of the aging faculty, the doctoral graduates desiring to get hired, and the students.

"One option is to keep the older faculty on as senior lecturers," Ball said. Because a lecturer costs less to employ, the school could stretch faculty dollars and hire some young faculty."

Ball said by employing the older faculty as senior lecturers, their intellectual vigor would still be utilized

and the school could hire the fresh, young Ph.D. graduates.

At BYU, the average age of faculty members was 48 in fall semester 1990. Bruce Higley, director of Institutional Studies at BYU, said little change is likely to have occurred since then. "There are probably many schools that have encouraged retirement."

One student offered a possible reason for the encouragement. Julie Salomonson, a 22-year-old advertising major from Portland, Ore., said "Some older teachers tend to get sidetracked onto irrelevant tangents and that seems to waste time."

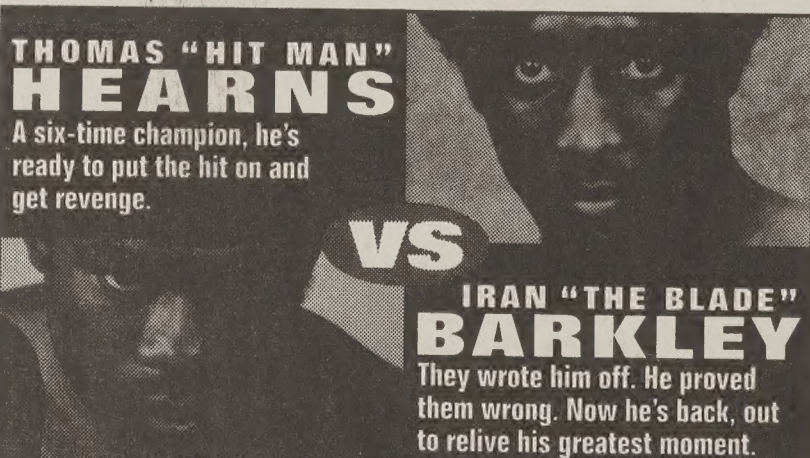
She said some students are frustrated because there are poor teachers in every department but they cannot be removed due to tenure.

University of California at Los Angeles is also lifting its retirement mandate, Vivian Lawrence, senior administrative analyst, said.

UCLA's retirement age is set at 70 but will no longer be effective as of July 1, 1993.

"Currently, the retired faculty can return on an emeritus status," Lawrence said. Last year, the university tried to implement a plan which required a 30-day wait before one could return as an emeritus.

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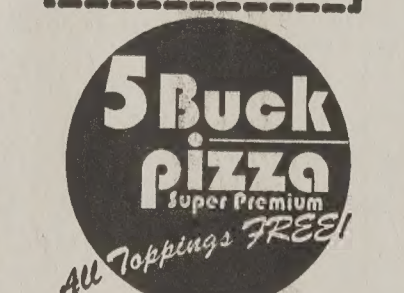
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